

Special Incentives for Police Officers

Sick leave Credit

Lateral hires (candidates who are currently employed by another agency as a California peace officer at the time of hire) may retain up to 30 hours of sick leave accrued at their previous employer. No portion of the transferred credits can be cashed out as is our practice with annual sick leave.

Vacation Credit Adjustment

Newly hired police officers generally earn 80 hours of annual vacation each year for the first two years, increasing up to 160 hours per year for years 11 and above. Lateral hires are eligible for a vacation credit adjustment that would include the number of years previously employed as a police officer when calculating our vacation accrual formula. For example, an officer with more than five but less than six years experience as a POST certified police officer at the time of hire is eligible to earn 120 hours of annual vacation.

Academy Cost Reimbursement

Candidates who have completed the academy within one year of hire and who have not yet been employed by another agency as a police officer are eligible to be reimbursed for all out of pocket academy tuition and related costs. The academy graduate must provide evidence of his/her expenses and the reimbursement is limited to \$2,500. Reimbursement is contingent upon successful completion of probation.

Moving Expense Reimbursement

Newly hired police officers are eligible for reimbursement of actual moving and initial rent expenses up to \$2,500 in cases where the employee lives further than 50 miles from Morgan Hill and relocates within 25 miles of the city, or the employee lives further than 25 miles away from the City and moves into the city.

Employee Referral Program

Current City employees are eligible to receive an award of \$1,500 for referring a successful candidate for positions of Police Officer and Police Recruit. The referring employee receives \$750 at the time new officer/recruit is hired and another \$750 when the new officer completes probation.

Home Purchase Assistance Program

The City offers a Home Purchase Assistance Program to Morgan Hill police officers who have completed their probation with the City and purchase a qualifying home in the City of Morgan Hill. The program provides up to \$40,000 in the form of a "silent second" low interest loan with deferred payments which can be used for the down payment on a home. There are specific income qualifications and repayment terms for this program.